

COUNTY OF
SAN BERNARDINO



2007/2008 WORKFORCE INVESTMENT BOARD ANNUAL REPORT

2007 / 2008 WORKFORCE INVESTMENT BOARD

A N N U A L R E P O R T

SAN BERNARDINO COUNTY WORKFORCE INVESTMENT BOARD
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SAN BERNARDINO, CALIFORNIA 92415
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message from **THE CHAIRMAN**

On behalf of the San Bernardino County Workforce Investment Board, it gives me great pleasure to present the 2007/2008 Annual Report for San Bernardino County.

The San Bernardino County Workforce Investment Board is responsible for developing a skilled workforce for the growing economy of San Bernardino County. By convening leaders from the public and private sectors, the board successfully met, and in some cases exceeded, all of the program goals it set for the year.

The board worked with local business partners and elected officials to create and fund training programs that equipped the local workforce with skills needed by the county's current and future employers.

During 2007, the board successfully implemented the following workforce development initiatives:

- Southern California Logistics Airport
- Nursing Initiatives
- Youth Initiatives
- Burlington Northern Santa Fe Railway Training Program
- Diesel Mechanic Training Program
- Numerous Job Fairs

- Manufacturing Training Programs
- Behavioral Health
- Preschool Services
- Probation Projects

As a result of these initiatives, the board has seen increased interest from industry partners and potential board members. Relationships with elected leaders were enhanced, allowing the board to secure additional funding from partner organizations for training programs. Traffic at the county's three Employment Resource Centers increased, with approximately 77,600 residents receiving assistance. Additionally, more than 800 residents inquired about the available opportunities for high-paying careers in some of the county's fastest-growing industries.

We look forward to continuing these relationships and working with other industries to increase the availability of a skilled and qualified workforce in San Bernardino County.

Sincerely,



Curt Hagman
San Bernardino County Workforce
Investment Board

ACKNOWLEDGEMENTS



Chairman
Paul Biane
Second District
Supervisor



Vice Chairman
Gary Ovitt
Fourth District
Supervisor



Brad Mitselfelt
First District
Supervisor



Dennis
Hansberger
Third District
Supervisor



Josie Gonzales
Fifth District
Supervisor

County of San Bernardino Board of Supervisors

Chairman Paul Biane,
Second District Supervisor

Vice Chairman Gary Ovitt,
Fourth District Supervisor

Brad Mitselfelt,
First District Supervisor

Dennis Hansberger,
Third District Supervisor

Josie Gonzales,
Fifth District Supervisor

County of San Bernardino Economic Development Agency

Brian P. McGowan,
Economic Development Agency
Administrator

Patricia Cole,
Economic Development Agency
Deputy Administrator

Georgine Trujillo,
Economic Development Agency
Assistant Administrator

Sandy Harmsen,
Department of Workforce Development
Interim Director

Kevin Palmer,
Department of Economic Development
Director

Kathy Thomas,
Redevelopment Agency
Director

David Dobson,
Department of Community Housing
& Development
Director

WORKFORCE INVESTMENT BOARD

WIB Executive Committee Chair



Curt Hagman

WIB Executive Committee Members



Bob Lemley



Michael J. Gallo

San Bernardino County Workforce Investment Board (WIB)

Joseph W. Brady

Frank Williams

John C. Lewis

John Gibson

Phil Cothran

Ken Clark

Tina Nelson

Bob Lemley

Mark Smiley

Leonard Santoro

Terry Klenske

James Ramos

Curt Hagman

Michael J. Gallo

Ray Gonzalez

Patrick Caffery

Abe Hovsepian

William Betterley

Daniel Nackerman

John Broholm

Kim Young

Leslie Rodden

Sandra Richards

Steve Rockett

William Sirowy

Patricia Nichols

Cynthia Banks

Clifford Hackney

Will Marshall

Donald Averill

Bill Moseley

Michael De La Rosa

Kevin Palmer

Vicki Nasman

Brooks Lockhart

Ed Rendon



Phil Cothran



Terry Klenske



John Gibson



John Lewis



MISSION STATEMENT

To lead a comprehensive workforce system that creates greater economic opportunity by encompassing education, economic and workforce development.

VISION STATEMENT

Our mission is to serve residents and businesses in San Bernardino County by developing a skilled workforce that meets the emerging demands of the business community. Our job is Their Future.



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COUNTY OVERVIEW



SAN BERNARDINO COUNTY

San Bernardino County is home to a fast-growing \$96 billion economy built on a diverse base of industries ranging from international trade to manufacturing and professional services. On its own, the County's economy would rank 48th in the world, placing it among the top quarter of all nations. However, the County's greatest strengths derive from its position within the powerful Southern California market.

Located at the heart of Southern California, one of the world's most lucrative economies, the County of San Bernardino is the largest county in the contiguous United States. Its vast borders stretch from the greater Los Angeles area to the Nevada border and the Colorado River encompassing a total area of 20,160 square miles. Comprised of 24 cities, the County of San Bernardino is the fifth fastest growing county in the nation with more than 2 million residents. Its assets include numerous colleges and universities supporting a strong, diverse workforce along with an unparalleled collection of highways, runways and railways that lead to regional, national and international business centers.



COUNTY OF SAN BERNARDINO ECONOMIC DEVELOPMENT AGENCY MISSION STATEMENT

As civic entrepreneurs, the Economic Development Agency serves existing and future residents, business/community leaders and visitors. We facilitate economic growth through the development and implementation of strategic policies to enhance human and capital infrastructure which leads to dynamic, globally engaged economy.



WHO WE ARE

DEPARTMENT OF WORKFORCE DEVELOPMENT

The County of San Bernardino Department of Workforce Development, one of four departments within the Economic Development Agency, administers and operates programs under the Department of Labor's Workforce Investment Act. WIA program services are delivered to job seekers and businesses through three district offices located in the cities of San Bernardino, Rancho Cucamonga and Hesperia.

Job matching services include career counseling, job search, assessment and occupational training. Customers using the centers have access to computers, internet, telephones, fax and copy machines as well as printed materials to aid them in career exploration and job search.

Business customers can benefit from customized recruitment services, easy access to a large pool of pre-screened job applicants and other resources provided through the County's Business Resource Centers (BRCs). Businesses may wish to utilize the BRC resource library containing over 1,000 business-related titles, business development software and online resources, or to access the services offered by the Small Business Administration, SCORE or other partners.

CITIES LOCATED IN SAN BERNARDINO COUNTY





DEMOGRAPHICS

THE WORKFORCE INVESTMENT BOARD

The San Bernardino County Workforce Investment Board (WIB) is tasked with addressing major workforce issues in the county. The WIB's role is to convene appropriate parties around these issues, create dialogue, generate innovative solutions through consensus and to enlist community commitments to action in order to build a competitive workforce.

As a facilitator and leader, the WIB is engaging community leaders to carefully craft strategies to identify and build these competitive advantages within each of the major regions in the county. These strategies capitalize on existing industries, help broker innovative workforce solutions between the public and private sectors and engage business in the strategies needed for long term workforce solutions. Ultimately, the WIB is working to change and improve the model of business investment in employment development. Specifically, the strategy concentrates on building a community with these characteristics as the foundation:

- engaged, forward-thinking community leaders
- business investment in human capital
- a strong and diverse economy
- an integrated infrastructure
- effective and articulated education system
- clearly defined and accessible career paths
- a ready, willing and able workforce

FAST FACTS



Geographic Area: 20,160 square miles. About 90% of the county is desert; the remainder consists of the valley and mountains.

- Population2,016,429
- Estimated 2012 Population.....2,282,166
- Median age of the population 30.1 years
- Median household income.....\$51,750
- Estimated 2012 Median Household Income.....\$57,794
- Per capita income\$20,277
- Estimated 2012 Per Capita Income.....\$22,461
- Poverty rate 15 percent
- People in the Civilian Workforce882,646
- Mean commute time to work..... 31.0 minutes
- School Districts33
- Education
 - 76.8 percent of the people 25 years and over have at least a high school diploma
 - 26.2 percent have an associate's degree or higher
 - 18.2 percent have a bachelor's degree or higher
 - San Bernardino County residents spent \$725,826,923 for supplemental educational services in 2006



BUSINESS RESOURCES

THE BUSINESS PARTNERSHIP

Business customers benefit from customized recruitment services, easy access to a large pool of pre-screened job applicants and other resources provided through the County's Business Resource Centers (BRCs). Businesses utilize the BRC resource library containing over 1,000 business related titles, business development software and online resources. They also have access to the services offered by the Small Business Administration, SCORE and other business service partners at the Centers.

Staff using informational resources at the centers can help develop strategies to address the needs of businesses experiencing difficulty in today's rapidly changing economic environment.

BUSINESS SERVICES DELIVERED IN 2007

266 job fairs/recruitments and employer specific hiring events held during 2007

2,160 Businesses assisted with their hiring needs

5,100-plus Businesses received information and services from the Business Resource Specialists

23 joint business attraction meetings held in partnership with city economic development offices:

584 jobs saved as a result of lay off aversion tactics deployed by Business Resource Specialists at 112 businesses

2,628 displaced workers connected with career, training and income assistance during Rapid Response Orientations held at 38 businesses



EMPLOYMENT SUCCESS STORIES

TAWNY

Tawny came to the High Desert Employment Resource Center as a 3rd semester student seeking assistance for supportive services as she was enrolling in an academic enhancement program which was NON-WIA funded. Tawny was enrolled in the WIA Adult Program where Department of Workforce Development staff offered guidance and support, including assistance with books, supplies, uniforms and transportation to her clinical training and classes. Tawny earned her Associate of Science Degree from Victor Valley College in Nursing and received her certification from the State Board of Nursing. She was previously employed with Desert Valley Medical Group as an IPRN. Now that she has successfully

passed her state board examination, her job title will become Registered Nurse with a starting salary of \$23.71 per hour. Additionally, Tawny has already enrolled in a Bachelors Program at Cal State San Bernardino.

SONNY

Sonny came to the San Bernardino Employment Resource Center as a recently separated veteran following eight years in the Navy. He was interested in receiving WIA assistance to earn his certificate in Water Waste Management. Staff helped Sonny apply for state and federal financial aid, including California Training Benefits and WIA supportive services. Department of Workforce Development staff also connected Sonny with an Employment Development Department (EDD) Veteran Representative for additional assistance. EDD was able to offer Sonny a VA Work Student position using VA Work Study Allowance program funds. Sonny started with a nine-week assignment. This position has worked very well for Sonny by offering flexible schedules to accommodate his class schedule. Sonny made the dean's list at San Bernardino Valley College and completed his training program. Sonny was hired to work with the West Valley Water District at a starting wage of \$14.17 with health, dental and retirement and life insurance benefits. He continues to pursue his education at Valley College with engineering classes.





EMPLOYMENT RESOURCE CENTERS

Employment Resource Centers help residents build their careers by connecting them with training and employment opportunities. The three centers, strategically located in three economic zones - specifically the cities of Hesperia, Rancho Cucamonga and San Bernardino - have been a key resource for high school students seeking career guidance, retirees returning to work, displaced workers in search of new opportunities and working professionals in need of a skills upgrade to advance.

In 2007 the three Employment Resource Centers served 32,682 customers

- Provided over 270,000 services to these customers including
 - Job Search and Skills Workshops
 - Providing computer and internet access
 - Phone use
 - Fax use
 - Copier use
- Job Placement staff interviewed and referred more than 3,200 customers
- Employment Specialists provided workshops for 7,405 clients

TOTAL PARTICIPANTS SERVED

– Adults	1,506
– Dislocated Workers	383
– Older Youth	308
– Younger Youth	462

TOTAL ENROLLED IN ALL PROGRAMS	2,659
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WORKFORCE INVESTMENT ACT YOUTH PROGRAM

14 YOUTH PROVIDERS SERVED 920

Provider Highlight: Beginning in July, Career Institute began partnering with San Bernardino County Superintendent of Schools to create new services to support foster youth as they transition into independence. Career Institute has been serving youth ages 18 through 21 in the High Desert region of the County since 2000.

Thirty young adults were successfully enrolled and attended Victor Valley College through this program. For most of this group, the program was their ticket to college. Another 29 gained key career skills through work placement programs. The youth were assisted in the job search process with job leads, resume assistance, mock interviews, and paid work experience. Employers include Bank of America, Barnes and Noble, Dollar Tree, Shield Security, and John's Incredible Pizza. Career Institute successfully attained these numbers through partnerships with Victor Valley College, the County of San Bernardino, Medicare, Foster Youth Services, Mojave Basin Youth Corps, and New Dawn Transitional Housing Program.

Each Thursday, program participants take part in workshops to provide assistance with Food Stamps and Medicare applications, scholarship writing, college enrollment, and financial aid. In addition, youth participants learn life skills such as renting an apartment, purchasing a car and other important skills that lead young adults to self sufficiency. Participants also receive \$1,000 for tuition, books, gas cards, bus passes and other products and services critical to their development. Individual tutoring is also provided for participants who need to improve their reading and math skills to advance their education or transition into careers.

DISABILITY PROGRAM NAVIGATOR

During 2007, the Disability Program Navigator for the local workforce delivery system in San Bernardino County continued work to ensure that all services and programs are available to customers with disabilities. A Mystery Consumer Program helped gauge accessibility of the facilities and staff sensitivities to the needs of consumers with disabilities. Training seminars were focused on increasing the capacities of Youth Service Providers and Job Placement Staff in new concepts for non-traditional job placement and job retention for job seekers with disabilities, particularly youth. Information on disability issues, accommodations, and resources are added and routinely updated on the Local Workforce Investment Area's website: www.sbcounty.gov/eda/disabilityservices.htm that gives job seekers and employers access to current and relevant employment-related information.

The Disability Program Navigator also served on planning committees for several regional events in honor of National Disability Employment Awareness Month. As a result, the San Bernardino County Board of Supervisors adopted a resolution to declare the month of October 2007 County Disability Employment Awareness Month. As a member of the regional transportation advisory and coordination council, the Navigator participated in the Public Transit and Human Service Transportation Coordination Study what will be used as the foundation for 2008 funding decisions in meeting identified needs and potential projects eligible under federal transportation programs. These programs include Elderly and Disabled Transportation, Job Access Reverse Commute, and New Freedoms.

DISABILITY PROGRAM NAVIGATOR



**A Disability Mentoring Day
was held at the local high schools'
Regional Occupation Program facilities.
Mentors were presented with San
Bernardino County Workforce tote
bags filled with motivational
items recognizing their importance in
working with these special youth.**





DIESEL MECHANIC TRAINING PROGRAM

As a result of many workers reaching retirement age and a misperception among young people about the working conditions of the industry, transportation and logistics faces a shortage of qualified diesel mechanics. Today's diesel engines are sophisticated and controlled by computers, requiring specific training and skilled technicians for service.

Responding to a critical industry need offering employment opportunities, the San Bernardino County Workforce Investment Board (WIB) contributed \$20,000 to an industry-driven Diesel Mechanic training program. The WIB also helped recruit 20 candidates for the program.

The Diesel Mechanic training program prepares students for a career in one of the county's high-growth industries. These positions support the region's thriving logistics and trade industries. Diesel

mechanics earn good wages and have the opportunity for advancement within the industry.

Offered through San Bernardino Valley College, the first Diesel Mechanic training class started in September and ended mid-December. Upon completion of the program, students receive a departmental certificate and the skills necessary to obtain a position with a local employer. Entry level wages range from \$13 to \$22 per hour, depending on the employer. After a two-to-three year period, technicians can earn up to \$27 per hour.

In addition to the funding, the WIB also oversaw the recruitment process. More than 100 participants were screened for the 20 available positions.

JOB FAIRS

California has experienced rapid job growth in recent years, and the Inland Empire is no exception. The two-county region, which includes both San Bernardino County and Riverside County, accounts for one quarter of all new jobs created in California.

Throughout the year, the San Bernardino County Workforce Investment Board helped make five job fairs possible. Each helped employers fill available jobs in a broad range of industries by connecting job seekers with career opportunities in the county's high growth industries. The job fairs also offered training seminars to hone the skills of the job seekers.

The WIB sponsored Congressman David Dreier's "Road to Employment" job fair in April. This event brought together more than 70 companies from throughout the region. Employers accepted applications, conducted on-site interviews and some hired employees at the fair.

The fair featured workshops on resume writing, job searching, interviewing, strategies for seasonal workers and workplace ethics.

In May, the WIB sponsored two job fairs for youth and adults. The first took place in the City of Chino and the second in the City of Victorville.

These job fairs convened 70 employers in the hospitality, retail, logistics, distribution, real estate, government, education, sales, security, clerical and transportation sectors. Employers accepted applications and hired full-time and part-time employees.

In June the WIB sponsored a youth job fair in partnership with Fourth District Supervisor Gary Ovitt at Chaffey High School in the City of Ontario. The WIB provided them with information about career options, focusing on industries that are growing in the county, as well as teaching them how to increase their earnings and improve their quality of life.

Sponsored by Supervisor Ovitt, the County of San Bernardino Department of Economic Development and the Workforce Investment Board, the free event provided youth the opportunity to join the workforce and gain experience in the region's growing industries. Through programs such as this youth job fair, the WIB offers youth a chance to develop the tools needed to explore their career potential.

The WIB also collaborated with the State of California Employment Development Department to sponsor a job fair for local veterans. The highly successful event was held at the National Orange Show in the City of San Bernardino. The job fair drew over 125 employers and more than 1,200 job-seekers, which included 800 veterans.



INLAND EMPIRE TRANSPORTATION AND LOGISTICS SUMMIT

The transportation and logistics industry is a key economic driver in San Bernardino County. However, due to a retiring workforce and lack of interest among younger workers, it is also struggling to fill its available positions.

In truck driving alone, employers estimate a shortage of 400 to 500 drivers and mechanics annually.

However, transportation and logistics does not just include trucks. It includes railways, aviation, ports and industries that support those sectors.

To combat this workforce shortage, on Jan. 31, 2008, the Inland Empire Transportation Council hosted the 2008 Inland Empire Transportation & Logistics Summit.

The San Bernardino County Workforce Investment Board, along with private sector leaders, sponsored the event to connect stakeholders and work toward building a workforce to fill these crucial positions.

Attendees in an interactive panel session moderated by noted regional economist John Husing. Panelists included representatives from Burlington Northern Santa Fe Railway, APEX Bulk Commodities, Target Import Center and the State of California Employment Training Panel.

**County of
San Bernardino
Supervisor Brad Mitzelfelt
(at podium) announces at
a press conference a
\$500,000 contract
to supply a training
facility for aviation
technicians at
Southern California
Logistics Airport.
The partnership
closed a significant
funding gap to support
a WIB initiative.**



SOUTHERN CALIFORNIA LOGISTICS AIRPORT

Victor Valley Aviation Education Consortium was founded to revitalize the economy at Southern California Logistics Airport, formerly known as George Air Force Base.

The consortium works to attract companies that support a thriving hub of aviation-related business at the airport. The success of this venture hinges on whether these companies have access to a skilled workforce.

The consortium worked to create a training program to fill the need, while simultaneously providing county residents with access to high-wage jobs close to home. Once the classes begin, approximately 60 students will each receive 1,900 hours in Airframe and Powerplant (A & P) training.

The courses, certified by the Federal Aviation Administration, train students in the skills needed to obtain licensure as aircraft maintenance technicians. Airframe classes train students in sheet metal, welding and aircraft engines. A & P courses include studies on aircraft engines, propellers and fuel systems.

The training program is tailored to help the airport reach its goal of attracting 8,000 new jobs to the area. This number is significant because it re-establishes the jobs lost when George Air Force Base closed in 1992.



The San Bernardino County Workforce Investment Board (WIB) also spearheaded an effort to develop an aviation and aeronautics training facility for the aviation-related businesses located at SCLA. The facility will be outfitted with the tools and instructional aids necessary to assist with instruction.

- In February, the WIB approved \$75,000 in funding to assist with the development of the A & P training facility and leveraged \$179,600 from California Employment Training Panel Funds to provide re-training in advance technology to airport employees.
- In March, the San Bernardino County Board of Supervisors approved an initiative from Supervisor Brad Mitzelfelt to finalize a \$500,000 contract to complete the funding needed to develop a training facility and purchase equipment. The money will be used to purchase aircraft engines for students to rebuild and test equipment, as well as other training devices.

As a result of these efforts, SCLA constructed an aviation and aeronautics training facility and began its first General Familiar and Airframe training classes in October. The program offers High Desert residents a new career path to highly skilled, high-wage jobs.

Upon completion of the courses, graduates can earn as much as \$66,500 annually. In the Spring of 2008, an FAA certified Airframe and Powerplant training program will begin at SCLA.

WIRED PROJECT

The San Bernardino County Workforce Investment Board is one of 13 WIBs funded by The U.S. Department of Labor's WIRED Initiative. With the California Space Authority serving as the lead agency, this \$15,000,000 three year project will aid businesses, workforce, economic development and education partners in the California Innovations Corridor to think regionally around global competitiveness issues.

With funding received from the Workforce Innovations in Regional Economic Development Initiative San Bernardino County will identify skill gaps and workforce shortages in high tech sectors. Information will be used to inform economic and educational strategies.





PARTNERSHIPS IN NURSING

San Bernardino County faces a critical shortage of skilled and available nurses. At any given time, the county has an average of 50 open healthcare positions. Healthcare providers note a specific shortage of registered nurses. Filling these positions is not only vital to the industry and quality of care, but also to the local economy.

These are high-paying jobs that offer residents a significant opportunity to secure a strong quality of life. The average annual salary at the beginning of 2007 for registered nurses in California was \$77,563, far higher than the county's average household income. Despite the rewards, these opportunities are often overlooked by students due to long waiting lists to get into healthcare training programs at the local colleges.

In June, the San Bernardino County Workforce Investment Board partnered with the San Bernardino County Board of Supervisors to help fund the launch of an expanded nursing program at Victor Valley College and create new facilities to train and educate students. The Board of Supervisors approved a \$150,000 contract, which will allow the college to nearly double its current enrollment with an additional 40 students. The new students are scheduled to begin their coursework this spring. This partnership will bring the county one step closer to overcoming its nurse shortage.

Previous nurse training programs, including the Nurses Workforce Initiative, increased the number of nursing graduates and first-year nurse retention rates. They have also reduced recidivism by up to 20 percent in the region.

In 2003, the San Bernardino County Workforce Investment Board received a three-year grant with the goal of tackling the county's critical nursing shortage by increasing the number of Licensed, Registered and Specialty Trained Nurse graduates in the Inland Empire.

As a result of this training program, the Inland Empire was able to graduate 250 more nurses from training and educational program last year than in previous years.



The healthcare industry in the United States is facing significant challenges. The aging population and rapid residential growth in San Bernardino County is making it difficult to provide quality services.

Many healthcare positions in the county are not being filled and many people are not receiving the healthcare that they need.

In June 2008, the San Bernardino County Workforce Investment Board will host the San Bernardino County Healthcare Summit.

The goal of the San Bernardino County Healthcare Summit is to highlight the workforce shortage in the healthcare industry, demonstrate the Workforce Investment Board's competency in creating solutions to issues such as these and convene stakeholders in the healthcare industry.

The target audience will include healthcare providers, healthcare workers, elected officials, educators, unemployed and underemployed individuals, stakeholders that assist in providing jobs and job training and others with an impact on the healthcare industry.

By spotlighting this issue and convening the industry's decision makers, the San Bernardino County Workforce Investment Board can help develop and implement solutions to this crisis.

2008 HEALTHCARE SUMMIT

The goal of the San Bernardino County Healthcare Summit is to highlight solutions to the workforce shortage in the healthcare industry, demonstrate the Workforce Investment Board's competency in creating solutions to these issues.



A photograph of a classroom or training room. In the background, a teacher wearing an orange shirt is standing at a whiteboard, writing. Several students are seated at desks in the foreground, facing the teacher. The room has large windows on the left and a computer monitor on a desk near the whiteboard. The overall atmosphere is educational and professional.

A high school
diploma or
college degree
opens many
career
opportunities
that are
closed to
those without
these
achievements.

WORKFORCE EDUCATION

Educational attainment is important not only for personal success, but for sustaining the local economy. A high school diploma or college degree opens many career opportunities that are closed to those without these achievements. In addition, the education level of residents is evidence of the quality and diversity of our labor pool - an important factor for businesses looking to locate or expand in the regions.

AREA	12th GRADE	GRADUATES	PERCENT
San Bernardino	25,985	22,163	85%
State of California	409,560	355,231	87%

HIGH SCHOOL GRADUATES			COLLEGE-GOING RATE		
COUNTY	PUBLIC	UC	CSU	CCC	TOTAL
San Bernardino	22,163	4.3%	8.8%	21.2%	34.3%

UC- University of California, CSU- California State University, CCC California Community College



2005 COLLEGE-GOING RATES TO PUBLIC COLLEGES AND UNIVERSITIES

An important indicator of the health of the K-12 system is the number of high school graduates eligible to attend the University of California and the Cal State University systems. The college-going rate, as defined by the California Postsecondary Commission, considers “students who graduated from a California Public or Private high school in a particular academic year and contrast that figure with the number of students age 19 or under enrolled as first-time freshman in a California Higher educational institution.”

The data shown is for the year 2005.



SAMPLE CAREER LADDER - MANUFACTURING SECTOR

The related occupations in the manufacturing field are grouped by the amount of education they require, ranging from 30 days on-the-job training to postsecondary and vocational education, to advanced professional degrees.

TEAM ASSEMBLERS

\$22,079.00

30 DAYS ON-THE-JOB TRAINING

PRODUCTION WORKERS

\$21,114.00

30 DAYS ON-THE-JOB TRAINING

MACHINISTS

\$30,966.00

1-12 MONTHS ON-THE-JOB TRAINING

QUALITY CONTROL

\$27,648.00

1-12 MONTHS ON-THE-JOB TRAINING

MILLRIGHTS

\$48,405.00

12 MONTHS ON-THE-JOB TRAINING

TOOL & DIE MAKERS

\$45,582.00

12 MONTHS ON-THE-JOB TRAINING

FIRST-LINE SUPERVISOR

\$45,611.00

WORK EXPERIENCE/AA DEGREE

MECHANICAL ENGINEERS

\$66,193.00

BA/BS



MANUFACTURING SECTOR

Manufacturing processes have become much more high-tech and workers are increasingly likely to spend their days monitoring a computerized control center instead of manually operating cumbersome tools or machines. Jobs within this industry are separated into four career paths. **Labor and Skilled Trade Work**, which includes machinists, production laborers, stationary engineers, glass cutters and trimmers, glass grinding and polishing workers, instrument and electronic technicians, and team assemblers; **Science and Technology Application**, which includes such occupations as chemists, inspectors, food safety specialists, plant and system operators, and industrial health and safety engineers; **Management and Supervision**, which includes first-line supervisors and production managers; and **Sales and Relationship Management**, which includes sales representatives.

MANUFACTURING INDUSTRY PROJECTIONS:

2004	2014
120,100	129,300

CHEMICAL TECHNICIAN • COMPUTER CONTROL PROGRAMMER • INDUSTRIAL MACHINERY MECHANIC • MECHANIC • MILLWRIGHT • PRODUCTION FIRST-LINE SUPERVISOR • QUALITY CONTROL INSPECTORS • TOOL & DIE MAKERS • WELDERS

CAREER LADDERS

The Local Workforce Investment Board understands the need for County residents to have clear information on employment opportunities close to home. They are also aware that career advancement is critical to improving earning power and an individual's or family's standard of living. To aid residents with career decisions, the Board spearheaded the development of published Career Ladders in industries which will to self-sufficiency.

Career Ladder information has been developed in four demand sectors:

1. Transportation, Logistics and Distribution
2. Health Care
3. Manufacturing
4. Construction
5. Aviation



CAREER LADDERS

Career Ladders were based on current local Labor Market Information (LMI) obtained from the Employment Development Department (EDD) and local LMI entities.

Information about each demand sector has been compiled into 4 sections for easy access. This information includes:

1. Overview of the industry
2. Employment projection
3. Career pathway to leading to self-sufficiency
4. Minimum work experience requirements

The Board will continue to map career pathways in demand sectors with Aviation and Aeronautics as the next initiative.

SAN BERNARDINO WORKFORCE

TIME	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT RATE
2007-DEC	922,200	868,000	5.9
2006-DEC	897,400	858,100	4.4
2006-JAN	869,800	829,700	4.6



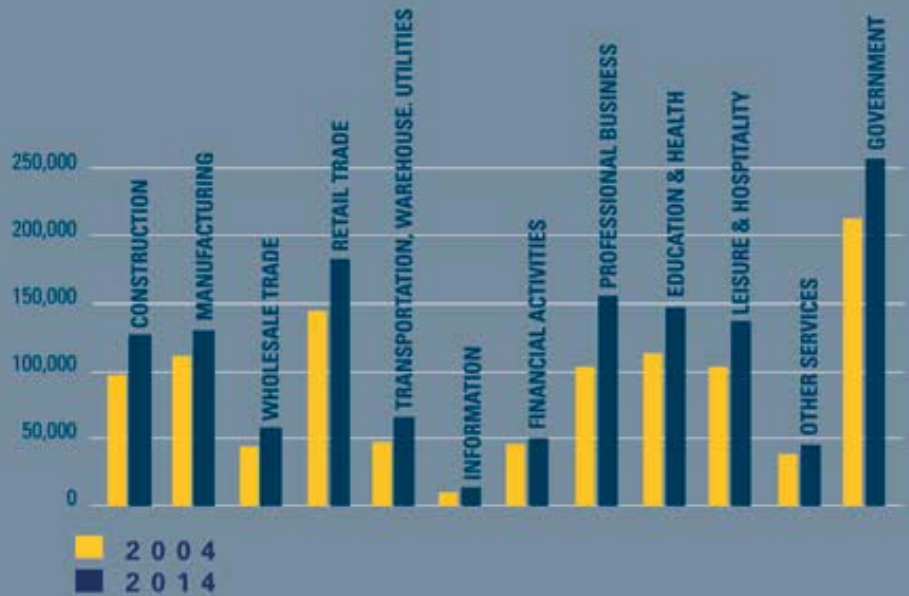
INDUSTRY EMPLOYMENT

Nonfarm employment in the Riverside-San Bernardino metro area is expected to grow by an average annual rate of 2.3% between 2004 and 2014, faster than any other metro area in California. The 309,000 new jobs will raise the regional employment to nearly 1.6 million within six years. The average annual growth rate is much higher than the 1.6% rate projected for the State of California as a whole.

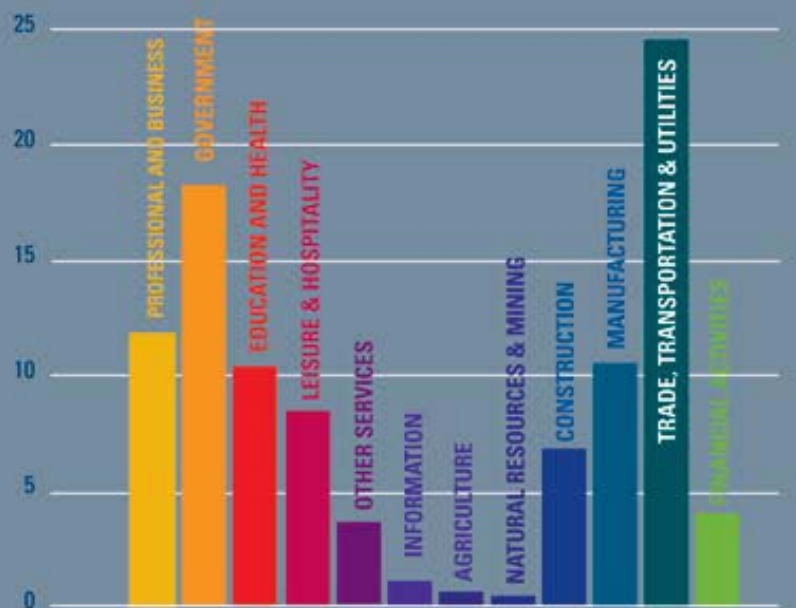
Wholesale trade will be the fastest growing industry sector with a projected average annual growth rate of 3.5%. This reflects the growing importance of the Inland Empire as the logistics hub of the southwestern U.S. Professional and business services will have the second fastest growth rate of around 3.2% annually. The region is now seeing a strong emergence of white-collar business activities.

With the exception of information and education & health services, all industry groups in the Riverside-San Bernardino area can expect higher growth rates than for California as a whole.

Below is a graph of the estimated 2004 and projected 2014 employment for major industries of the Riverside-San Bernardino MSA.



Between 2001 and 2007, total nonfarm employment in the Riverside-San Bernardino metro area increased by 284,000, or nearly 28%. The average annual growth rate was 4.1%. Construction, logistics & utilities, and professional & business services led the job growth in percentage terms. In terms of numerical growth, professional & business services was the leader, followed by retail trade and construction. Together these three industry groups contributed roughly 133,600 jobs, or nearly half of all job growth, between 2001 and 2007.





PARTNERSHIPS IN ECONOMIC DEVELOPMENT

Two years ago, the County of San Bernardino Board of Supervisors reorganized four separate departments under the umbrella of the newly created Economic Development Agency (EDA). This provided the framework for a new partnership between economic development and workforce development. The new partnership eliminates duplication of program services between the four departments. Under the leadership of EDA, workforce and economic development have developed shared strategies to sustain and grow the region's economy. This enables EDA to integrate its resources to attract and support vital businesses, retain job opportunities, expand in emerging growth areas and prepare the workforce with skills that will lead workers to self-sufficiency and local businesses to competitive advantage.

This is one of a series of new and growing partnerships making the San Bernardino County Workforce Investment Board and Department of Workforce Development more efficient and effective.

The WIB has also worked in collaboration with:

- Alliance for Education
- Transitional Assistance Department
- Victor Valley Aviation Education Consortium
- University of Redlands
- Regional Health Occupation Resource Center
- Health Tech Consortium



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Under the auspices of the County of San Bernardino, the Workforce Investment Board and the Department of Workforce Development continued to expand their leadership role in the region. Following last year's 2020 Vision Summits, which were used as high level visioning sessions to chart a collaborative approach to workforce issues in the region, the WIB, Agency and Department worked to develop specific programs to support training and job creation in several key industries.

The organizations are working to create a collaborative approach to building the workforce in San Bernardino County while partnering with counterparts in Riverside County. The partnerships also include stakeholders from business, government and education to help identify the skills and training necessary to prepare the workforce and economy for the industries of the future.

Attracting new businesses to the county and preparing the workforce to accommodate the needs of business increases job opportunities for all residents. Sustaining current businesses protects the existing job base and paves the way for additional employment opportunities. The partnership in economic development is fostering a strong, vibrant economy based on a cohesive system that responds to the needs of business, job seekers and incumbent workers.



GOALS FOR 2008-2009

- Continue development of the WIRED Initiative
- Continue the interdepartmental life-skills training programs
- Strengthen partnerships with education, economic development and array of agencies with shared goals and clients
- Expand industry-driven programs co-sponsored by the Workforce Investment Board
- Assist development of Air Frame and Propulsion training programs as SCLA
- Continue the diversification of alternate funding sources to demand driven training services
- Develop and implement integration services
- Initiate an Inland Empire computerized clinical placement program for all registered nursing students by June 2008

